



2711 Airport Rd | PO Box 5600 | Helena MT 59604
Helena Headquarters (406) 442-4600

www.mympea.org
1-800-221-3468

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DATE 1/30/2013
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January 30, 2013

Dear Mr. Chairman and Committee Members,

My name is Quinton Nyman and I am the Executive Director of the Montana Public Employees Association. MPEA represents workers in the Motor Vehicle Division of the Department of Justice in the Drivers Licenses Services and Title and Registration Bureaus. I apologize for the written testimony; however, prior commitments have me traveling out of town today.

As you are all aware the Department of Justice has made not base pay increases or market adjustments to pay for the last four years. Employees in the two bureaus, Drivers License Services and Title and Registration, are the lowest paid in the department and currently offer an entry wage based on markets from four years ago rather than being able to compete with 2013 wages. In fact, several of you heard testimony during the House Bill 13 hearing on January 23, 2013 from Karen Haubbert who has worked at TRB in Deer Lodge for ten years and currently makes approximately \$9.90 an hour; the starting wage for a records clerk was \$8.05. After numerous failed recruitment attempts the entry rate has been moved to \$9.05 and recruitment and retention still meets with great difficulty. It's not hard to draw a conclusion as to what business in the Deer Lodge area becomes the main competitor for workers based on that wage: McDonalds, Pizza Hut and Town Pump just down the road. In regard to Drivers License Services it is important to remember that these are the employees who issue drivers licenses in the state of Montana are tasked with ensuring that the driver's license is within all legal parameters. In essence, they are on the front lines of Homeland Security; think about what you are asked for each time you board an airplane. The current starting wage for a Drivers License Clerk is \$9.75.

From MPEA's perspective it is imperative that you carefully consider the portion of the MVD budget that recognizes the need to make adjustments based on current market information and the fact that no adjustments have been made in the past four years. These employees greatly need and deserve your support for their commitment to the both the state of Montana and its citizens.

Sincerely,

Quinton E. Nyman
Executive Director

Eastern Region | Darcy Dahle
PO Box 31803
Billings, MT 59107
(406) 671-4159

Western Region | Jeff Howe
PO Box 1322
Florence, MT 59833
(406)317-1087

